

# Artstillery

Executive Director / CEO

EIN 812704896

TX · NTEE A20

FY ending 2023-07-31

June 10, 2026

This analysis benchmarks the total compensation of **Ilknur Ozgur, Executive Director / CEO** (\$59,888) against **every comparable organization** that fit the selection criteria — **227** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 81<sup>st</sup> percentile of comparable organizations**

within the typical range

**Benchmarked executive:** Ilknur Ozgur — reported title “Treasurer”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (A20).

**BUDGET** Total revenue between \$135,984 and \$304,443 — 0.67x to 1.50x the subject's \$202,962 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (A20), nationwide + budget 0.67–1.5x revenue.

**227** organizations qualified on sector, size, and geography

→ **227** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$8,369

\$20,814

\$40,027

\$55,855

\$70,531

**\$59,888**



## ● Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to TX cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">The Wow Flower Project</a>	CA	\$202,883	Board Of Trustee	\$14,000	<b>\$12,085</b>	2023
<a href="#">Siskiyou County Arts Council</a>	CA	\$203,220	Executive Dir.	\$48,146	<b>\$40,369</b>	2024
<a href="#">Fine Arts Fiesta Inc</a>	PA	\$202,405	Exec Director	\$16,500	<b>\$15,978</b>	2024
<a href="#">The Roustabouts</a>	CA	\$202,254	Ceo	\$5,720	<b>\$4,938</b>	2023
<a href="#">Jookender Community Initiatives Inc</a>	MA	\$204,182	Ceo & Program Director	\$44,400	<b>\$37,744</b>	2025
<a href="#">Arc Athens Inc</a>	NY	\$201,717	Executive Director	\$46,065	<b>\$40,418</b>	2024
<a href="#">Soon Is Now Inc</a>	NY	\$201,440	Secretary	\$1,500	<b>\$1,316</b>	2024
<a href="#">Kunqu Society Inc</a>	NY	\$201,314	President/board Director	\$13,110	<b>\$11,207</b>	2025
<a href="#">Triangle Arts Association Limited</a>	NY	\$201,266	Executive Director	\$76,004	<b>\$66,688</b>	2024
<a href="#">Markeim Arts Center</a>	NJ	\$205,115	Vice President	\$6,400	<b>\$5,548</b>	2024
<a href="#">Old Post Office Museum And Art Center</a>	TX	\$205,262	Executive Dir.	\$26,658	<b>\$25,893</b>	2024
<a href="#">Art Pot</a>	SC	\$205,365	Executive Dir.	\$75,184	<b>\$76,161</b>	2024
<a href="#">Readingfilmfest</a>	PA	\$205,712	Executive Di	\$76,000	<b>\$73,593</b>	2024
<a href="#">Baltimore Festival Of The Arts Inc</a>	MD	\$199,910	Ceo (Through 1/2023)	\$8,692	<b>\$8,124</b>	2023
<a href="#">Deaf Performing Artists Network</a>	MI	\$206,250	President	\$44,000	<b>\$44,099</b>	2024
<a href="#">The Scandinavian Cultural Center And</a>	MA	\$206,477	Director	\$5,540	<b>\$4,834</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Virginia Hispanic Chamber Foundation</a>	VA	\$207,211	President & Ceo	\$30,000	<b>\$28,126</b>	2024
<a href="#">Empact Inc</a>	NY	\$198,656	President	\$5,000	<b>\$4,388</b>	2024
<a href="#">Sound Affects Music</a>	CO	\$207,552	Executive Director	\$49,999	<b>\$47,928</b>	2023
<a href="#">The Genesis Collective Inc</a>	PA	\$207,690	Executive Dir.	\$45,833	<b>\$44,381</b>	2024
<a href="#">Charles Houston Cultural Project Inc</a>	MA	\$197,585	President	\$16,798	<b>\$14,657</b>	2024
<a href="#">Irish Music School Of Chicago</a>	IL	\$208,516	President	\$67,770	<b>\$64,695</b>	2024
<a href="#">General Baker Institute</a>	MI	\$208,851	Executive Director	\$66,193	<b>\$68,301</b>	2023
<a href="#">Volunteer Odyssey</a>	TN	\$196,873	Executive Director	\$67,379	<b>\$68,771</b>	2024
<a href="#">Society For Indo-american Arts</a>	TX	\$209,892	Executive Director	\$35,000	<b>\$35,000</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX cost of living and 2023 dollars. Click any organization to verify the figure on ProPublica.

## ● Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to TX cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: [peerbasis.org/methodology](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 227 organizations. Compensation range \$340–\$278,238; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$202,962); for reference, expenses \$145,940 and assets \$112,408.

**ROLE MATCH** Ilknur Ozgur, reported title "*Treasurer*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

RELATED-ORG PAY	8 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 peers fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	81 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	75 <sup>th</sup>
Reportable pay only (column D), adjusted	81 <sup>st</sup>
All sources (D + E + F), adjusted	78 <sup>th</sup>

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

### ● Rebuttable presumption of reasonableness · 26 CFR 53.4958-6

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

#### Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Ilknur Ozgur) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 10, 2026, comparing compensation against 227 similarly situated organizations (Same NTEE sector (A20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$59,888 is reasonable (approximately the 81<sup>st</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 10, 2026.